

16 APR 1970

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT : H. R. 13008

1. This memorandum is for your information.
2. H. R. 13008, otherwise known as the Hanley Bill, is an act to improve the position classification system within the Executive Branch. You asked for a briefing and to be advised of any implications for CIA.
3. The bill grows out of the fact that nothing much has been done in the way of classification techniques and standards since World War II. There are reportedly forty different systems used in the Federal service and, as a consequence, comparability does not always exist, inconsistencies are generated and, in fact, there probably are inequities in the treatment of individuals. We will be expected to use whatever system is produced by the study and I have no reason to think that we could not do so. The Committee has been holding hearings for about a year and, without waiting for the bill to be passed, the Commission is undertaking to prepare its review and to come up with recommendations. The bill gives the Commission two years to do its work and action to adopt the proposals would have to follow. We are in touch with the Commission and have no reason to believe that they will even review any of our jobs in the course of their study but, should they come to us, there is no question but they will respect our security requirements.
4. We think it is a good thing that such an overall review of the classification systems in the Federal Government is being undertaken. It should present no problems for us because we have pretty much followed the most commonly used techniques. In the long run, we may benefit if in no other way than being able to do a better job in converting jobs to meaningful descriptions for the rest of Government when an employee, for any reason, leaves us and continues in Federal service--it may help the exit processing and replacement.

5. If anything new or exciting comes up, we will advise you.

1 - DIRECTOR, CIA
1 - COMPTROLLER
1 - CHIEF OF BUREAU
1 - PERSONNEL
1 - SECURITY

/s/ Robert S. Wattles

Robert S. Wattles
Director of Personnel

O&I - Addressee
 Y - C/PMCD via DD/Pers/PC
 1 - D/Pers Subj File
 1 - D/Pers Chrono

1. The first step in the process of the development of the system is the selection of the system's goals and objectives. This is done by the system's designer, who must have a clear understanding of the system's purpose and the needs of the users. The goals and objectives are then used to define the system's requirements, which are the specific functions and features that the system must provide. The requirements are then used to design the system's architecture, which is the overall structure of the system and the way in which the various components are organized and interact. The architecture is then used to develop the system's software, which is the code that implements the system's functions and features. The software is then tested to ensure that it meets the requirements and is reliable and secure. Finally, the system is deployed and maintained, which involves monitoring the system's performance and making any necessary updates or repairs.

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